

Alexander City Schools 2020-21 Continuous Improvement Plan

Alexander City Board of Education

08/10/2020 - 05/27/2021

Student Outcomes	
Critical Initiative	
Develop life skills, such as critical thinking, problem solving, communicating, collaborating and leadership through a wide range of relevant and rigorous learning experiences.	
Objective: Provide a positive, enriching, and safe learning environment with pathways to foster student success.	

Activity

Incorporate authentic learning activities

Person responsible: Teachers		Launch Date: 10/15/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)		Benchmark(s)
Teachers integrate authentic learning into their lesson plans.		Benchmark: Teachers will begin to integrate authentic learning. Date: 11/02/2020
		Benchmark: Review of lesson plans for integration of authentic learning. Date: 04/23/2021

Activity

Focus on purposeful planning

Person responsible: Techers, Instructional Coaches, Administrators		Launch Date: 11/02/2020
Required Resource(s): Financial Resource: Other Resource:		
Source of Funding:		
Activity Measure(s)	Benchmark(s)	Date:
Lesson plans, Meeting agendas	Benchmark: Introduce this expectation to Instructional Coaches	10/15/2020
	Benchmark: Review of lesson plans for evidence of purposeful planning	02/02/2021

Activity

Support Student Discourse

Person responsible: District and School Admin, Teachers		Launch Date: 10/15/2020
Required Resource(s): Financial Resource: Other Resource:		
Source of Funding:		
Activity Measure(s)	Benchmark(s)	Date:
Discourse in classroom lessons, ELEOT Observation records	Benchmark: Instructional coaches introduced to the expectation of student discourse in instructon.	11/02/2020
	Benchmark: Review of ELEOT Observation records for evidence of student discourse.	02/01/2021
	Benchmark: Evaluate impact that discourse had on student achievement.	05/28/2021

Activity

Design Leadership Opportunities

Person responsible: Sponsors		Launch Date: 07/15/2021
Required Resource(s): Financial Resource: Other Resource:		
Source of Funding:		

Activity Measure(s)**Benchmark(s)**

Number of students holding leadership positions
Number of students taking advantage of leadership opportunities

Benchmark: Meet with potential sponsors to set expectations.

Date: 07/15/2021

Benchmark: Have a list of potential leadership opportunities to be offered to students.

Date: 08/02/2021

Benchmark: Evaluate leadership opportunities.

Date: 05/27/2022

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Student Outcomes	
Critical Initiative	
Develop systems/programs that provide multiple opportunities for enrichment/achievement.	
Objective: Provide a positive, enriching, and safe learning environment with pathways to foster student success.	

Activity

Dual diploma/degree pathways

Person responsible: CTE Director, Director of Secondary, Principal BR		Launch Date: 10/15/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Develop a plan with CACC to develop a pathway to dual diploma/degree attainment.	Benchmark: Committee seated and first meeting.	Date: 11/20/2020
	Benchmark: Meeting with CACC admin to discuss partnership.	Date: 12/18/2020
	Benchmark: Pathway created and presented to ACS Board.	Date: 02/26/2021
	Benchmark: Pathways presented to BRHS students.	Date: 04/23/2021

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Student Outcomes

Critical Initiative	
Ensure that alignment of curriculum, instruction, assessment and resources foster positive student outcomes.	
Objective: Provide a positive, enriching, and safe learning environment with pathways to foster student success.	

Activity

Alignment of curriculum, instruction, assessment

Person responsible: Directors of Elementary and Secondary, Coaches		Launch Date: 10/15/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
ACS will develop an alignment plan that ensures the alignment of curriculum, instruction, assessment, and resources at every grade level and in every content area.	Benchmark: Develop plan for alignment with instructional committee.	Date: 01/29/2021
	Benchmark: Develop an action plan with dates for completion of the 4 stages of development of plan.	Date: 02/26/2021
	Benchmark: Develop calendar for vertical meetings.	Date: 03/26/2021

Activity

Vertical Team Alignment

Person responsible:	Launch Date: 04/01/2021
Required Resource(s): Financial Resource: Other Resource:	Source of Funding:
Activity Measure(s)	Benchmark(s)
Vertical teams develop curriculum maps, district assessment plan, and textbook selections.	Benchmark: 2021-22 Curriculum Maps published Date: 05/14/2021
	Benchmark: District Assessment Plan published Date: 05/28/2021
	Benchmark: Textbook selections made Date: 05/28/2021
	Benchmark: Textbooks and resources ordered. Date: 06/18/2021

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Employee Development

Critical Initiative

Provide appropriate professional learning opportunities to align with the vision of the school system.

Objective:

Provide pathways to recruit and maintain highly qualified personnel who are dedicated to continuous improvement.

Activity

Professional development plan

Person responsible: Deputy Superintendent, Directors

Launch Date: 10/15/2020

Required Resource(s):

Financial Resource:
Other Resource:

Source of Funding:

Activity Measure(s)

Benchmark(s)

Create and implement a professional development plan based upon needs assessments in the fall and spring of each year that is differentiated and linked to the strategic plan.

Benchmark: Fall PD survey administered

Date: 09/16/2020

Benchmark: PD Plan completed from PD survey analysis

Date: 10/30/2020

Benchmark: Begin coordinating PD activities for winter and spring

Date: 11/13/2020

Benchmark: Spring PD survey administered.

Date: 03/12/2021

Benchmark: 2021-22 PD Plan Developed.

Date: 05/21/2021

Activity

Professional development activities

Person responsible: Deputy Superintendent and Directors		Launch Date: 10/15/2020
Required Resource(s): Financial Resource: Other Resource:		Source of Funding:
Activity Measure(s) Provide professional development to teachers, Pre K-12, on Kuder Galaxy and Kuder to enhance career exploration at all grades.	Benchmark(s) Benchmark: PD activities scheduled and complete.	Date: 02/01/2021
	Benchmark: Integration of Kuder Galaxy and Kuder into lessons.	Date: 03/01/2021

Activity

Support Staff Training

Person responsible: Directors and Deputy Superintendent		Launch Date: 10/15/2020
Required Resource(s): Financial Resource: Other Resource:		Source of Funding:
Activity Measure(s) Design and implement support staff training schedules.	Benchmark(s) Benchmark: Collaborate with principals to discuss pd needs of support staff	Date: 11/27/2020
	Benchmark: Training schedule with dates and topics developed	Date: 12/18/2020
	Benchmark: Begin implementation of support staff pd plan	Date: 01/04/2021

Activity

Summer PD Calendar

Person responsible: Deputy Superintendent and Directors		Launch Date: 01/04/2021
Required Resource(s): Financial Resource: Other Resource:		Source of Funding:

Activity Measure(s)	Benchmark(s)	Date
Design and implement summer PD calendar for training programs based on best practices and data.	Benchmark: Review PD plan for topics not addressed during the 20-21 school year.	Date: 01/29/2021
	Benchmark: Meet with instructional leaders to discuss summer pd needs	Date: 03/12/2021
	Benchmark: Develop summer PD plan.	Date: 04/01/2021
	Benchmark: Summer PD completed.	Date: 07/23/2021

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Employee Development

Critical Initiative	
Diversify and expand recruitment strategies to promote the community of Alexander City.	
Objective: Provide pathways to recruit and maintain highly qualified personnel who are dedicated to continuous improvement.	

Activity

Potential Employee Activities

Person responsible: Human Resources and Directors		Launch Date: 01/04/2021
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Create a list of activities for potential employees, to include but not limited to: recruitment breakfast or lunch for potential employees.	Benchmark: Create a committee to brainstorm ideas for activities.	Date: 02/01/2021
	Benchmark: Plan created for an activity to be held in April that hosts potential employees.	Date: 03/05/2021
	Benchmark: Hold activity hosting potential employees.	Date: 04/30/2021

Activity

Intern Appreciation

Person responsible: Human Resources and Directors		Launch Date: 01/04/2021
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date:
Hold an intern appreciation day to recruit interns in the system to return and teach in ACS.	Benchmark: Form planning committee to plan appreciation activity for interns.	Date: 01/04/2021
	Benchmark: Create a list of duties and persons responsible.	Date: 02/01/2021
	Benchmark: Finalize plans for Intern Appreciation event.	Date: 03/01/2021
	Benchmark: Intern Appreciation event held.	Date: 04/29/2021

Activity

District Recruitment Team

Person responsible: Human Resources, Directors, and Administrators		Launch Date: 01/04/2021
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	Date:
Create a district recruitment team that includes BRHS students, teachers and administrators.	Benchmark: Collect names of potential members.	Date: 01/04/2021
	Benchmark: Team members finalized.	Date: 01/29/2021
	Benchmark: Team meets to create recruitment plan that includes recruitment visits, persons responsible, personnel needs and goals of visits.	Date: 02/19/2021
	Benchmark: Team debrief of success of team and plan.	Date: 05/14/2021

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Employee Development

Critical Initiative

Provide a positive culture that creates a collegial environment and high levels of job satisfaction.

Objective:

Provide pathways to recruit and maintain highly qualified personnel who are dedicated to continuous improvement.

Activity

Culture and Climate Committees

Person responsible: Directors and Principals

Launch Date: 10/15/2020

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Initiate a culture and climate committee at each school and the district level.

Benchmark(s)

Benchmark: Principals will submit a name for their culture and climate committee chair that will sit on the district committee.

Date: 11/19/2020

Benchmark: All schools will submit names of members of their Culture and Climate committee.

Date: 12/18/2020

Benchmark: District Culture and Climate committee will meet to debrief on the activities of the committees at each school and the district. Forward plan 21-22.

Date: 05/28/2021

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Support Systems

Critical Initiative

Provide additional structures, resources, and methods to address student safety needs.

Objective:

Develop and maintain pathways to a comprehensive support system that fosters student success.

Activity

Crisis Intervention Techniques Training

Person responsible: Director of Student Support Services

Launch Date: 08/20/2020

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Train all educators and leaders to recognize and implement crisis intervention techniques.

Benchmark(s)

Benchmark: All faculty and staff will be trained in De-escalation techniques.

Date: 11/06/2020

Benchmark: All personnel will have completed de-escalation training in Safe Schools.

Date: 12/04/2020

Benchmark: Appropriate personnel will be trained in Managing Crisis Safely Restraint Training.

Date: 12/31/2020

Activity

Tiered Levels of Support

Person responsible: Principals and Rtl Teams		Launch Date:
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Implement tiered levels of support for students based on individual student needs.	Benchmark: Each school's PST will address the needs of students for the 1st grading period and interventions required.	Date: 10/16/2020
	Benchmark: Each school's PST will address the needs of students for the 2nd grading period and interventions required.	Date: 12/18/2020
	Benchmark: Each school's PST will address the needs of students for the 3rd grading period and interventions required.	Date: 03/12/2021
	Benchmark: PST will meet to discuss progress made by students and forward plan for upcoming school year.	Date: 05/14/2021

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Support Systems

Critical Initiative

Generate a system of support for the mental health of all students.

Objective:

Develop and maintain pathways to a comprehensive support system that fosters student success.

Activity

Trauma Training

Person responsible: Directors and Counselors

Launch Date: 08/20/2020

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Benchmark(s)

Train educators in efforts to build trauma-informed schools.

Benchmark: All school faculties view the video Resilient.

Date: 10/15/2020

Benchmark: Continue partnership with Pediatrics of Alexander City to continue training on ACES.

Date: 02/05/2021

Benchmark: Research new ways to inform appropriate personnel to identify and address students that have experienced trauma.

Date: 05/28/2021

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Support Systems

Critical Initiative

Establish a pathway to provide support systems and intervention for student success.

Objective:

Develop and maintain pathways to a comprehensive support system that fosters student success.

Activity

Promote Vocational and Career Awareness

Person responsible: Directors and Principals

Launch Date: 10/15/2020

Required Resource(s):

Financial Resource:

Other Resource:

Source of Funding:

Activity Measure(s)

Implement a comprehensive Pre K-12 program to promote vocational and career awareness among students.

Benchmark(s)

Benchmark: Teachers are familiarized with Kudor Galaxy and Kudor.

Date: 12/18/2020

Benchmark: Elementary teachers show evidence of using Kudor Galaxy to expose students to Career Clusters.

Date: 03/12/2021

Benchmark: Teachers use I-Learning Day to have students research and present on a chosen career, grades Pre-K - 12.

Date: 04/30/2021

Activity

Targeted Academic Interventions

Person responsible: Counselors and Principals		Launch Date: 10/15/2020
Required Resource(s):		
Financial Resource:	Source of Funding:	
Other Resource:		
Activity Measure(s)	Benchmark(s)	
Improve Tier II and Tier III targeted academic interventions by increasing the availability and variety of opportunities accessible to students.	Benchmark: All elementary schools will employ a reading and math interventionist.	Date: 12/11/2020
	Benchmark: Use I-Ready to provide remediation for students that are not on grade level.	Date: 12/18/2020
	Benchmark: Implement various intervention strategies into Tier II that are based on the Science of Reading.	Date: 05/21/2021
	Benchmark: Implement various intervention strategies into Tier II math instruction.	Date: 05/14/2021
	Benchmark: Implement Mindplay into instruction for students with dyslexic characteristics.	Date: 05/14/2021